

Health Workforce Diversity Network Goals:

Under the leadership of Judith Huntington, Executive Director of the Washington State Nurses Association, and Dr. Charles Weatherby, pediatrician and Washington State Medical Association representative, the **Health Workforce Diversity Network** plans to follow up on the Board's recommendations to:

1. Coordinate efforts to improve health workforce diversity
 - Create a clearinghouse for different groups' efforts to diversity the health workforce, housed jointly with the Washington State Medical Association and the Washington State Nursing Association, and linked to the SBOH web site. This clearinghouse might include information on health care workforce resources such as the WSHA report "Who Will Care For You," the latest HECB report on diversity in higher education, and other work.
 - Identify additional resources needed, missing areas of work, additional organizations, individuals, collaborations, and partnerships that might improve efforts.
2. A. Enumerate the composition of the health workforce
 - Encourage associations of health professionals to collect and disseminate the ethnic and racial composition of their Washington memberships (including physicians, nurses, dentists, pharmacists, mental health workers, health educators, environmental health workers, public health nurses, and others). *Note: the network has recommended that the Department of Health licensing programs collect the data.*

B. Develop and compile a health workforce diversity report card that assesses the diversity of the health workforce

 - The report card should include high school, two- and four-year college graduation rates by race and ethnicity; and professional school enrollment, newly licensed practitioners and total practicing health providers by race and ethnicity.
3. Review, refine, and promote the use of health career development programs
 - Identify successful programs or models at early education, middle and high school, and higher education
 - What components make them successful? (i.e. recruitment, access, retention, mentoring, and other issues)
 - How can we promote these programs?
4. Pursue public and private funds to expand existing diversity efforts
 - What are some funding sources for programs that promote workforce diversity?
 - What role should this group play?
5. Report back to the Board by spring 2003 on the status of efforts to diversify Washington's health workforce.